

REFERENCES

- Aguinis, H. (2019). *Performance Management for Dummies*. Hoboken, New Jersey, United States of America: John Wiley & Sons, Inc.
- Ahern, S., & Loh, E. (2020, September 30). Leadership during COVID-19 pandemic: building and sustaining trust in times of uncertainty. *BMJ Leader*, 1-4. doi:10.1136/leader-2020-000271
- Babel'ová, Z. G., Stareček, A., Koltnerová, K., & Cagán'ová, D. (2020). Perceived Organizational Performance in Recruiting and Retaining Employees with Respect to Different Generational Groups of Employees and Sustainable Human Resource Management. *Sustainability*, 12(574). doi:10.3390/su12020574
- Bamford, C. E., & Bruton, G. D. (2019). *Entrepreneurship: The Art, Science, and Process for Success* (3rd ed.). New York, NY, United States of America: McGraw-Hill Education.
- Bougie, R., & Sekaran, U. (2020). *Research Methods for Business: A Skill-Building Approach* (8th ed.). United States of America: John Wiley & Sons, Inc.
- Caligiuri, P., Cieri, H. D., Minbaeva, D., Verbeke, A., & Zimmermann, A. (2020, June 2). International HRM insights for navigating the COVID-19 pandemic: Implications for future research and practice. *Journal of International Business Studies*, 51, 697-713. Retrieved from <https://doi.org/10.1057/s41267-020-00335-9>
- D'Auria, G., & Smet, A. D. (2020, March 16). Leadership in a crisis: Responding to the coronavirus outbreak and future challenges. Dubai, United Arab Emirates. Retrieved from <https://www.mckinsey.com/business-functions/organization/our-insights/leadership-in-a-crisis-responding-to-the-coronavirus-outbreak-and-future-challenges>

- Dirani, K. M., Abadi, M., Alizadeh, A., Barhate, B., Garza, R. C., Gunasekara, N., . . . Majzun, Z. (2020, July 10). Leadership competencies and the essential role of human resource development in times of crisis: a response to Covid-19 pandemic. *Human Resource Development International*, 23(4), 380-394. doi:10.1080/13678868.2020.1780078
- Gravetter, F. J., & Forzano, L.-A. B. (2018). *Research Methods for the Behavioral Sciences* (6th ed.). Boston, Massachusetts, United States of America: Cengage.
- Gutterman, A. S. (2018). *Entrepreneurship*. (S. Shane, Ed.) New York, NY, United States of America: Business Expert Press.
- Hanson, J., Loose, W., Reveles, U., & Hanshaw, G. (2017). Validation of the Newly Developed Graphical Inventory of Ethical Leadership (GIEL) Scale: Implications for Administrator Preparation and Business Leaders. *Journal of Educational Issues*, III(1), 19-43.
- Hisrich, R. D., Peters, M. P., & Shepherd, D. A. (2020). *Entrepreneurship* (11th ed.). New York, NY, United States of America: McGraw-Hill Education.
- Ike, L. (2018). *Entrepreneurship: Initiating and Developing a New Venture*. Bloomington, Indiana, United States of America: Xlibris. Retrieved May 10, 2020
- Johnson, C. E. (2018). *Meeting the Ethical Challenges of Leadership* (6th ed.). Thousand Oaks, California, United States of America: SAGE Publications, Inc.
- Kang, S. W. (2019, June 1). Sustainable Influence of Ethical Leadership on Work Performance: Empirical Study of Multinational Enterprise in South Korea. *Sustainability*, 11(11), 1-17. doi:10.3390/su11113101

- Khuong, M. N., & Quoc, T. H. (2016, April). The Effect of Organizational Justice and Ethical Leadership on Employee Performance in Binh Duong's Industrial Parks, Vietnam. *Journal of Economics, Business, and Management*, 4(4), 327-333. doi:10.18178/joebm.2016.4.4.412
- Kuswati, Y. (2020, May). The Effect of Motivation on Employee Performance. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, III (2), 995-1002. doi:https://doi.org/10.33258/birci.v3i2.928
- Lemoine, G. J., Hartnell, C. A., & Leroy, H. (2019). TAKING STOCK OF MORAL APPROACHES TO LEADERSHIP: AN INTEGRATIVE REVIEW OF ETHICAL, AUTHENTIC, AND SERVANT LEADERSHIP. *Academy of Management Annals*, 13(1), 148-187. doi:https://doi.org/10.5465/annals.2016.0121
- Mourougan, S., & Sethuraman, K. (2017). Hypothesis Development and Testing. *IOSR Journal of Business and Management (IOSR-JBM)*, 19(5), 34-40. doi:10.9790/487X-1905013440
- Perry, A. (2018). *Biblical Theology for Ethical Leadership* (1st ed.). Palgrave Macmillan. doi:https://doi.org/10.1007/978-3-319-75043-9
- Shehzad, M., Anjum, A. B., & Furqan, M. (2019, July 25). Leadership Traits And Their Effects On Employees. *Advances in Social Sciences Research Journal*, 6(7). doi:10.14738/assrj.67.6849.
- Shipton, H., Budhwar, P., Sparrow, P., & Brown, A. (2016). *Human Resource Management, Innovation, and Performance* (1st ed.). Basingstoke, Hampshire, United Kingdom: PALGRAVE MACMILLAN.

- Sudiby, K. (2019, July). THEOPRENEURICAL LEADERSHIP. *Journal of Accounting and Management Innovation*, 3(2), 131-149. Retrieved from <https://ejournal.medan.uph.edu/index.php/jam/article/view/319#:~:text=Theopreneurical%20Leadership,%20the%20blending%20of%20theology,%20Oentrepreneurship%20and,the%20laws,%20policies%20and%20proceedures%20in%20our%20communities>
- Theriou, G., Chatzoudes, D., & Moya, C. A. (2020). The Effect of Ethical Leadership and Leadership Effectiveness on Employee's Turnover Intention in SMEs: The Mediating Role of Work Engagement. *European Research Studies Journal*, XXIII(4), 947-963. doi:10.35808/ersj/1725
- White, M. I., & Saunders, C. (2017). *Leadership* (2nd ed.). New York, NY, United States of America : Oxford University Press.
- Witzel, M. (2018). *The Ethical Leader*. London, England: Bloomsbury Publishing Plc.
- Yang, Q., & Wei, H. (2017, August 21). Ethical leadership and employee task performance: examining moderated mediation process. *Management Decision*, 55(7), 1506-1520. doi:<https://doi.org/10.1108/MD-09-2016-0627>